

Board of Sumter County Commissioners Employee Survey 2010

1. My immediate supervisor sets clear goals and expectations for my job performance.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	Rating Average	Response Count
Select one:	1.6% (3)	4.9% (9)	12.5% (23)	43.5% (80)	37.0% (68)	0.5% (1)	4.10	184
							<i>answered question</i>	184
							<i>skipped question</i>	2

2. My effort to improve the quality of my work is discussed during job performance evaluations.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	Rating Average	Response Count
Select one:	3.8% (7)	1.6% (3)	13.7% (25)	45.9% (84)	30.1% (55)	4.9% (9)	4.02	183
							<i>answered question</i>	183
							<i>skipped question</i>	3

3. Feedback of information from me to the supervisor is open and encouraged.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	Rating Average	Response Count
Select one:	6.0% (11)	2.2% (4)	10.9% (20)	40.8% (75)	39.7% (73)	0.5% (1)	4.07	184
							<i>answered question</i>	184
							<i>skipped question</i>	2

4. I get adequate response and regular feedback from my supervisor on my performance.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	Rating Average	Response Count
Select one:	3.8% (7)	9.8% (18)	10.4% (19)	43.7% (80)	31.1% (57)	1.1% (2)	3.90	183
							<i>answered question</i>	183
							<i>skipped question</i>	3

5. The feedback I receive is positive more often than negative.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	Rating Average	Response Count
Select one:	5.5% (10)	4.4% (8)	16.0% (29)	37.6% (68)	35.4% (64)	1.1% (2)	3.94	181
							<i>answered question</i>	181
							<i>skipped question</i>	5

6. My supervisor gives me recognition or praise for doing good work.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	Rating Average	Response Count
Select one:	4.9% (9)	8.2% (15)	18.5% (34)	32.1% (59)	35.9% (66)	0.5% (1)	3.86	184
							<i>answered question</i>	184
							<i>skipped question</i>	2

7. My immediate supervisor listens and supports his/her employees.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	Rating Average	Response Count
Select one:	5.0% (9)	8.3% (15)	12.2% (22)	39.8% (72)	34.3% (62)	0.6% (1)	3.91	181
							<i>answered question</i>	181
							<i>skipped question</i>	5



8. My immediate supervisor sets a good example for me to follow.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	Rating Average	Response Count
Select one:	5.4% (10)	8.2% (15)	18.5% (34)	30.4% (56)	37.0% (68)	0.5% (1)	3.86	184
							<i>answered question</i>	184
							<i>skipped question</i>	2



9. My immediate supervisor is the Division Director.

		Response Percent	Response Count
Yes	<input type="text"/>	25.8%	46
No	<input type="text"/>	74.2%	132
		<i>answered question</i>	178
		<i>skipped question</i>	8

10. My immediate supervisor is the County Administrator

		Response Percent	Response Count
Yes		6.6%	12
No		93.4%	169
<i>answered question</i>			181
<i>skipped question</i>			5

11. You have the freedom and capability to visit Human Resources with concerns and questions.

		Response Percent	Response Count
Yes		92.8%	168
No		7.2%	13
<i>answered question</i>			181
<i>skipped question</i>			5

12. Comments:

Response
Count

37

answered question

37

skipped question

149

13. Employees receive positive feedback more often than negative feedback.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	Rating Average	Response Count
Select one:	3.2% (5)	5.7% (9)	21.5% (34)	46.2% (73)	20.3% (32)	3.2% (5)	3.77	158
							<i>answered question</i>	158
							<i>skipped question</i>	28

14. Feedback of information from staff to the Division Director is open and encouraged.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	Rating Average	Response Count
Select one:	3.1% (5)	3.8% (6)	17.6% (28)	48.4% (77)	23.3% (37)	3.8% (6)	3.88	159
							<i>answered question</i>	159
							<i>skipped question</i>	27

15. My Division Director listens and supports his/her employees.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	Rating Average	Response Count
Select one:	3.2% (5)	3.8% (6)	17.8% (28)	45.2% (71)	25.5% (40)	4.5% (7)	3.90	157
							<i>answered question</i>	157
							<i>skipped question</i>	29

16. My Division Director sets a good example for me to follow.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	Rating Average	Response Count
Select one:	3.2% (5)	4.4% (7)	15.8% (25)	43.7% (69)	27.8% (44)	5.1% (8)	3.93	158
							<i>answered question</i>	158
							<i>skipped question</i>	28

17. I feel comfortable going to my Division Director with questions and concerns (open door policy.)

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	Rating Average	Response Count
Select one:	3.2% (5)	7.6% (12)	20.4% (32)	33.1% (52)	31.8% (50)	3.8% (6)	3.86	157
							<i>answered question</i>	157
							<i>skipped question</i>	29

18. Comments:

Response
Count

19

answered question

19

skipped question

167

19. This section was not completed because I am a Division Director.

Response
Percent Response
Count

Yes



100.0%

4

answered question

4

skipped question

182

20. Employees receive positive feedback more often than negative feedback.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	Rating Average	Response Count
Select one:	3.2% (5)	3.2% (5)	25.2% (39)	45.8% (71)	18.7% (29)	3.9% (6)	3.77	155
							<i>answered question</i>	155
							<i>skipped question</i>	31

21. Feedback of information from staff to the County Administrator is open and encouraged.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	Rating Average	Response Count
Select one:	1.9% (3)	4.5% (7)	17.2% (27)	48.4% (76)	24.2% (38)	3.8% (6)	3.92	157
							<i>answered question</i>	157
							<i>skipped question</i>	29

22. The County Administrator listens and supports his/her employees.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	Rating Average	Response Count
Select one:	2.6% (4)	7.1% (11)	26.3% (41)	40.4% (63)	20.5% (32)	3.2% (5)	3.72	156
							<i>answered question</i>	156
							<i>skipped question</i>	30

23. The County Administrator keeps employees informed of positive/negative changes in the organization that could affect me.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	Rating Average	Response Count
Select one:	1.3% (2)	3.8% (6)	13.4% (21)	46.5% (73)	31.2% (49)	3.8% (6)	4.07	157
							<i>answered question</i>	157
							<i>skipped question</i>	29

24. I feel comfortable going to the County Administrator with questions and concerns (open door policy.)

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	Rating Average	Response Count
Select one:	3.2% (5)	11.5% (18)	21.7% (34)	33.1% (52)	26.8% (42)	3.8% (6)	3.72	157
							<i>answered question</i>	157
							<i>skipped question</i>	29

25. Comments:

	Response Count
	19
<i>answered question</i>	19
<i>skipped question</i>	167

26. My department plans, communicates, and manages change very well.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	Rating Average	Response Count
Select one:	3.2% (5)	16.1% (25)	23.9% (37)	32.3% (50)	22.6% (35)	1.9% (3)	3.56	155
							<i>answered question</i>	155
							<i>skipped question</i>	31

27. Issues are resolved "early on" so that major problems do not develop.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	Rating Average	Response Count
Select one:	3.2% (5)	20.5% (32)	21.8% (34)	32.1% (50)	19.9% (31)	2.6% (4)	3.46	156
							<i>answered question</i>	156
							<i>skipped question</i>	30

28. When changes take place, I am informed of the changes through official channels more often than through the "grapevine."

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	Rating Average	Response Count
Select one:	5.1% (8)	20.5% (32)	21.2% (33)	33.3% (52)	18.6% (29)	1.3% (2)	3.40	156
							<i>answered question</i>	156
							<i>skipped question</i>	30

29. I am told whenever there are changes that may affect my job.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	Rating Average	Response Count
Select one:	2.6% (4)	7.7% (12)	25.8% (40)	40.6% (63)	21.9% (34)	1.3% (2)	3.73	155
							<i>answered question</i>	155
							<i>skipped question</i>	31

30. I am encouraged to try new things/new approaches.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	Rating Average	Response Count
Select one:	3.2% (5)	10.3% (16)	25.0% (39)	35.3% (55)	25.0% (39)	1.3% (2)	3.69	156
							<i>answered question</i>	156
							<i>skipped question</i>	30

31. You know what is expected of you at work.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	Rating Average	Response Count
Select one:	1.9% (3)	5.2% (8)	11.0% (17)	50.0% (77)	31.2% (48)	0.6% (1)	4.04	154
							<i>answered question</i>	154
							<i>skipped question</i>	32

32. I feel involved in the decision making process.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	Rating Average	Response Count
Select one:	10.3% (16)	19.9% (31)	25.0% (39)	26.9% (42)	16.0% (25)	1.9% (3)	3.19	156
							<i>answered question</i>	156
							<i>skipped question</i>	30

33. Surveys like this are effective ways to express ideas/thoughts and let management know how employees feel.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	Rating Average	Response Count
Select one:	3.2% (5)	7.7% (12)	22.4% (35)	46.2% (72)	19.9% (31)	0.6% (1)	3.72	156
							<i>answered question</i>	156
							<i>skipped question</i>	30

34. I am provided opportunities to talk about my ideas and opinions.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	Rating Average	Response Count
Select one:	3.8% (6)	9.0% (14)	25.0% (39)	41.0% (64)	19.9% (31)	1.3% (2)	3.65	156
							<i>answered question</i>	156
							<i>skipped question</i>	30

35. Comments:

	Response Count
	12
<i>answered question</i>	12
<i>skipped question</i>	174

36. Employees are motivated to achieve "above average" performance.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	Rating Average	Response Count
Select one:	4.6% (7)	10.5% (16)	19.6% (30)	46.4% (71)	18.3% (28)	0.7% (1)	3.64	153
							<i>answered question</i>	153
							<i>skipped question</i>	33

37. The organization has reasonable expectations of its employees.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	Rating Average	Response Count
Select one:	2.0% (3)	9.2% (14)	18.3% (28)	52.3% (80)	17.6% (27)	0.7% (1)	3.75	153
							<i>answered question</i>	153
							<i>skipped question</i>	33

38. Policies, procedures, and departmental rules are administered fairly and uniformly.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	Rating Average	Response Count
Select one:	9.1% (14)	11.0% (17)	18.2% (28)	42.9% (66)	16.9% (26)	1.9% (3)	3.48	154
							<i>answered question</i>	154
							<i>skipped question</i>	32

39. All factors considered, this is a good place to work.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	Rating Average	Response Count
Select one:	1.3% (2)	1.9% (3)	9.1% (14)	53.9% (83)	33.1% (51)	0.6% (1)	4.16	154
							<i>answered question</i>	154
							<i>skipped question</i>	32

40. This is a safe and healthy place to work.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	Rating Average	Response Count
Select one:	1.3% (2)	2.6% (4)	10.4% (16)	53.9% (83)	31.2% (48)	0.6% (1)	4.12	154
							<i>answered question</i>	154
							<i>skipped question</i>	32

41. Our organization respects and values team members and demonstrates commitment to their well-being.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	Rating Average	Response Count
Select one:	1.9% (3)	8.4% (13)	24.0% (37)	40.9% (63)	24.0% (37)	0.6% (1)	3.77	154
							<i>answered question</i>	154
							<i>skipped question</i>	32

42. I am treated with dignity.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	Rating Average	Response Count
Select one:	3.2% (5)	7.8% (12)	15.6% (24)	49.4% (76)	23.4% (36)	0.6% (1)	3.82	154
							<i>answered question</i>	154
							<i>skipped question</i>	32

43. A spirit of teamwork exists among co-workers.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	Rating Average	Response Count
Select one:	7.1% (11)	7.1% (11)	16.2% (25)	46.1% (71)	22.7% (35)	0.6% (1)	3.71	154
							<i>answered question</i>	154
							<i>skipped question</i>	32

44. I enjoy my job.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	Rating Average	Response Count
Select one:	1.3% (2)	0.0% (0)	11.8% (18)	42.5% (65)	43.8% (67)	0.7% (1)	4.28	153
							<i>answered question</i>	153
							<i>skipped question</i>	33

45. Do you feel any improvements could be made to your work environment? If so, please give examples.

Response
Count

33

answered question

33

skipped question

153

46. Comments:

Response
Count

11

answered question

11

skipped question

175

47. I respect the practices and beliefs of other people, even if they are different from my own.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	Rating Average	Response Count
Select one:	0.0% (0)	0.0% (0)	3.9% (6)	47.4% (73)	47.4% (73)	1.3% (2)	4.44	154
						<i>answered question</i>		154
						<i>skipped question</i>		32

48. I believe this organization accepts and supports me as a unique individual.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	Rating Average	Response Count
Select one:	0.0% (0)	7.8% (12)	14.3% (22)	44.2% (68)	33.1% (51)	0.6% (1)	4.03	154
							<i>answered question</i>	154
							<i>skipped question</i>	32

49. I believe the perception of my differences (i.e. race, gender, sexual orientation, ethnicity, age, religious beliefs) has not negatively impacted me or my opportunities for advancement.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	Rating Average	Response Count
Select one:	1.3% (2)	1.3% (2)	9.2% (14)	51.6% (79)	34.6% (53)	2.0% (3)	4.19	153
							<i>answered question</i>	153
							<i>skipped question</i>	33

50. Comments:

	Response Count
	3
<i>answered question</i>	3
<i>skipped question</i>	183

51. My pay is appropriate for my job and the work I do.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	Rating Average	Response Count
Select one:	8.7% (13)	24.2% (36)	23.5% (35)	34.9% (52)	8.1% (12)	0.7% (1)	3.09	149
							<i>answered question</i>	149
							<i>skipped question</i>	37

52. My benefits package meets my needs.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	Rating Average	Response Count
Select one:	2.0% (3)	11.4% (17)	15.4% (23)	52.3% (78)	14.8% (22)	4.0% (6)	3.69	149
							<i>answered question</i>	149
							<i>skipped question</i>	37

53. Our benefits are competitive with other employers in our area.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	Rating Average	Response Count
Select one:	2.7% (4)	6.7% (10)	22.8% (34)	49.7% (74)	13.4% (20)	4.7% (7)	3.68	149
							<i>answered question</i>	149
							<i>skipped question</i>	37

54. Comments:

	Response Count
	20
<i>answered question</i>	20
<i>skipped question</i>	166

55. Please select the Division/Department you work in.

		Response Percent	Response Count
Community Services	<input type="checkbox"/>	32.0%	47
Facilities Development & Maintenance	<input type="checkbox"/>	2.0%	3
Fire Services	<input type="checkbox"/>	25.9%	38
Planning and Development	<input type="checkbox"/>	10.9%	16
Public Works	<input type="checkbox"/>	19.7%	29
Support Services	<input type="checkbox"/>	9.5%	14
		<i>answered question</i>	147
		<i>skipped question</i>	39

56. I work:

		Response Percent	Response Count
Fulltime	<input type="text"/>	90.1%	136
Part-time	<input type="text"/>	9.9%	15
<i>answered question</i>			151
<i>skipped question</i>			35

57. Please provide any additional comments.

	Response Count
	12
<i>answered question</i>	12
<i>skipped question</i>	174